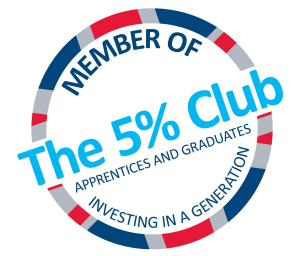


The 5% Club Employer Audit

Terms and Conditions



Entries for The 5% Club Employer Audit for 2021/22 are subject to the following terms and conditions:

- The Club refers to The 5% Club
- High Fliers refers to High Fliers Research Limited, The Gridiron Building, 1 Pancras Square, London N1C 4AG, the partner with whom The 5% Club is producing this Employer Audit.
- Member refers to the company participating in the Audit and which is, or intends to become a member of The 5% Club

The Employer Audit Participation

Participation in The Employer Audit is limited to members of The 5% Club or those organisations who wish to join The 5% Club through the Employer Audit process.

Entries for participation in The Employer Audit may only be made using the The Club's official "Employer Audit Entry Form" form, which should be completed fully with the required information s before the entry deadline.

Entry forms cannot be amended after the entry deadline has passed.

All Entry forms and subsequent research questionnaire submissions will be acknowledged.

All entries will be vetted and verified for accuracy before being assessed and scored.

All entrants will be required to take part in a short telephone interview as part of the research vetting and verification process.

Entries may be edited by the organisers to correct any erroneous data or administrative information provided.

Should it come to light that there are issues, whether ethical or factual, pertaining to any entry, the organisers reserve the right to withdraw the entry.

The Club will award bronze, silver or gold membership which will include, but not be limited to a logo reflecting the award dated to reflect the year of the award based on the research as

undertaken by High Fliers on behalf of The Club. Official accreditation as Bronze, Silver or Gold members methodology is as follows: gold membership will be awarded to employers that have reached or exceeded the 5% target,; silver will be for those that reached or exceeded 2.5%, and bronze will be awarded to employers at the early stages of their journey towards the 5% target . The award of a bronze, silver or gold membership is based upon the Employer Audit methodology and no deviation from this awarding methodology can be exercised.

The organisers' decisions will be final and no correspondence or discussion will be entered into.

The awarding of gold, silver and bronze membership may be published or announced at The 5% Club's Annual Employer Symposium and in subsequent publicity associated with The Employer Audit. Commercially sensitive information will not be shared.

Members may refer to their company as a gold, silver or bronze member for one calendar year only after the award has been made i.e. November 2021-October 2022.

It is the responsibility of member participants to keep themselves informed of any changes to the terms and conditions of entry. The latest version of the Terms and Conditions will always be available on The 5% Club's website.

High Fliers will:

Obtain data and information as required by The Club to validate and verify The Employer Audit, via a confidential online research process. High Fliers will contact the participating member to verify certain aspects of the data and information supplied.

The member will:

Provide support and information in whatever way reasonably required by The Club and High Fliers to ensure that the Employer Audit can be carried out.

Failure to adhere to research deadlines by the member will result in the member being excluded from the final research document. No refund will be given in such an occurrence.

Confidentiality

The Club and High Fliers undertake that they shall not at any time disclose to any person any Confidential Information concerning the business, affairs, customers, clients or suppliers of the member.

All information and data supplied by the member (or prospective member) of The 5% Club and to High Fliers will be treated in confidence and not shared with any other party.

Payment

The participant shall pay for the Employer Audit either by invoice or company debit/credit card on signing up to The Employer Audit confirmation form online. Invoices submitted by The Club must be paid within thirty days of the date of the invoice to The Club's bank account.

Cancellation

If the member cancels participation after the receipt of the signed confirmation by The Club, The Club reserves the right to charge the member a postponement/cancellation fee. The member may withdraw from The Employer Audit within two weeks of signing the confirmation form. Thereafter no refund will be provided.

The 5% Club Annual Employer Symposium

Each participating member will be given a free place at this annual event, additional places can be purchased at preferential rates. The Club reserves the right to change details and arrangements for this event, including moving it to an online format, if external circumstances beyond its control require The Club to do so.

The 5% Club

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